Executive Board Meetings
June 13 and 14, 2006
Synopsis

Tuesday June 13, 2006

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Brett Nevarez and Allyson Parker-Lauck.

Lucy White was excused for vacation.

Susan Kern was sworn in by Thom McDaniel as the newly appointed **Orlando Domicile Executive Board Member**.

Allyson Parker-Lauck led the Executive Board in a recital of the TWU International Membership Pledge.

Officer Reports

Thom McDaniel presented the **President's Report**. Thom reported that he had been very busy during the last several weeks working with the Grievance Staff on the transition of the Local's Leadership. He reported that the entire staff is doing an excellent job and our Membership seems to be very happy with the Local's expanded office hours. Thom also reported that in addition to his duties as President, he has worked closely with Denny Sebesta to settle many of the older Grievances on the books. Several Grievances have been resolved in our Union's favor. Denny is doing a great job in the role of **Grievance Chair**. Thom has continued to perform his duties regarding COPE and the New Hire Class. There was an excellent response for voluntary COPE membership from Inflight Training Class #223. Thom donated one of his pink Perfect Attendance passes in a drawing for all new COPE members. Class #223 was very appreciative of the dinner held for them by the Executive Board and Thom would like to thank all Board Members and Staff Members who were able to attend. Thom has offered his support and worked with Professional Flight Attendants Association (PFAA) as they represent the Northwest Airlines Flight Attendants through bankruptcy proceedings. The PFAA turned down a Tentative Agreement by over 80%. Although they have a strike authorization, they will be returning to the bargaining table. Transport Workers Union (TWU) International has offered unconditional support to the Flight Attendants of Northwest Airlines (NWA) as they fight for their futures. Thom has worked with Mark Richard, Susan Kern and Brett Nevarez in an affiliation vote with the PFAA with TWU. In addition, PFAA is facing a raid by the Association of Flight Attendants (AFA); however, their Executive Board has decided that their Flight Attendants should have a choice in representation. Thom attended road shows with Brett, Susan, and PFAA Leadership in Minneapolis and Detroit and has written letters of support in favor of the affiliation. Thom reported that he will be attending the **TWU International Executive Council** in Chicago during the last week of June and will report to the Executive Board regarding the outcome of the meeting.

Kyle Whiteley reported that he was able to witness Brett Nevarez and Susan Kern at work in Detroit as they helped to organize the PFAA's affiliation with TWU. Kyle noted that Susan and Brett are doing a fantastic job.

Allyson Parker-Lauck verbally presented her **Officer Report** as Board Member at Large (BMAL). Allyson also presented a copy of a newspaper ad which appeared in the Minneapolis Star Tribune**.** The ad, sponsored by the Transport Workers Union, was addressed to the "Northwest Flight Attendants and Members of PFAA". The ad applauded them for "holding the line against corporate greed". Allyson reported that she had served as Union Representative for eight Oakland Members in meetings with Management during the last couple of weeks. There was no written report submitted.

Brett Nevarez verbally presented his **Officer Report** as BMAL. Brett detailed the help that our Local is providing to the PFAA and reported to the Board on his organizational efforts at the NWA Flight Attendant Base in Detroit. There was discussion. There was no written report submitted.

Susan Kern updated the Board on her trip to Narita, Japan and her efforts assisting PFAA to affiliate with TWU International.

Cuyler Thompson presented the **Baltimore Domicile Report** for Lucy White-Lehman. Lucy reported that BWI has had some changes in the office over the last month. Ruth Abney, Recurrent Training Supervisor, and Dennis Broadwater, Inflight Supervisor both left the Company. BWI has three new Supervisors: Robert Baker #76281, Anna Boardman #80385 and Roger Proudfoot #78002. Robert Baker was an online Flight Attendant who graduated from training in January 2005. Anna Boardman is currently in training now and will graduate on June 24th. Roger Proudfoot was an online Flight Attendant who graduated in July 2005. Chris Sullivan attended New Hire Base Orientation on May 30th on her behalf. Lucy stated the she would attend the next New Hire Base Orientation scheduled for June 27th. Lucy has complied with the by law for the second quarter by completing Lounge Mobilizations on April 26th and May 3rd. Lucy was able to secure a space on Airport property in which to conduct future Membership Meetings. The 3rd BWI Membership Meeting will be held at the Thurgood Marshall/Baltimore Washington Airport in the Observation Gallery. Lucy reported that the May ***UNITY*** Update was distributed on June 3rd and that the Red Rack and Glass Case have been updated.

Gwen Dunivent presented the **Dallas Domicile Report**. Gwen reported to the Board that she had worked with Denny Sebesta and the Grievance Staff to prepare approximately 25 Grievances for a June 8th meeting with Company Representatives, Naomi Hudson and Russell McCrady. Gwen reported that the meeting lasted 4 ½ hours. A response regarding these Grievances is expected from Naomi by June 12th or 13th. Gwen reported that she had also participated in a very informative and educational meeting with Brendon Conlon, Manager of Scheduling Automation, on the subject of where Pairings go when they are unassigned, but do not appear in Open Time. Brendon is working on a Read Before Fly (RBF) in an attempt to educate our Flight Attendants on this issue. Gwen reported that if the RBF does not satisfy the Membership, Brendon has agreed to consider changing the CWA Program and Trip Transaction Logs to reflect the date and time that a Pairing is dropped into Open Time. Gwen updated the Board on a conversation that she had this month with Ron Freer, Manager of Inflight Systems Projects, about how and when Flight Attendants will be able to access their Attendance Point Totals on CWA, eliminating the need to question their Supervisor. Gwen stated that she has long felt that if Point Totals were more readily accessible, Flight Attendants would be more proactive in managing their Points. Gwen reported that Point Total access on CWA is an "active, on-going project", and that Ron and the Company fully support its implementation. Gwen stated that Ron had assured her that suspicions that the Company wants to prevent Flight Attendants from accessing their Point Totals without their Supervisor's knowledge are unwarranted. Gwen assured Ron that she would follow up with him on this matter. Gwen stated that she has updated the Glass Case and the Red Rack in the DAL Lounge. Gwen reminded the Executive Board that she is now in charge of the **Union Hotline**, and that Board Members should email issues to be included by the first and third Thursday of each month. Gwen's email address is gdunivent@twuatd.org.

Jill van der Werff presented the **Houston Domicile Report.** Jill reported to the Board that she had distributed an informal survey to Houston-based Flight Attendants by placing a copy in each Flight Attendant's mailbox. She reported that approximately 10% of the surveys were returned to her, and that approximately half of those wanted an email reminder of the date and time of local Membership Meetings. She reported that many of those also wanted more information on how to become more involved with Union activities. Jill reported that the main complaints from those surveyed involved Scheduling issues such as the quality of Lines and Pairings. The Houston-based Flight Attendants do not like the amount of 4-day trips being built for their Domicile and they do not like the fact that Schedule Interruption Points (SIPs) have all but disappeared. Jill stated that Flight Attendants being scheduled for so many working days in the month and the fact that Scheduling is offering VJA while Reserve Flight Attendants are not being used is another concern to those she surveyed. Jill reported that the only Domicile specific request/complaint was a request for a smoking area for the Flight Attendants.

Kyle Whiteley presented the **Chicago Domicile Report.** Kyle reported to the Board that the Red Rack and Glass Case in the Flight Attendant Lounge are up to date. Kyle stated that the third floor of the public parking garage attached to the MDW Airport is closed for construction. Hourly parking is now available on the first and top floors of the lot. The walkway from the train station to the airport had not been affected. Kyle stated that he has been fielding calls regarding Scheduling not putting trips in Open Time until after 9 p.m. and Ops Agents boarding before the plane is scheduled to arrive. There were also a couple of calls regarding former Orlando Domicile Executive Board Member Jimmy West. The Chicago Flight Attendant Cookout is scheduled for July 29th and all Board Members are all invited to attend.

Mark Torrez presented the **Oakland Domicile Report** to the Board. Mark reported that there had been an unusually high number of disciplinary meetings at the Oakland Domicile. He thanked Allyson Parker-Lauck for her support in making sure Oakland Flight Attendants had fair representation in these meetings. Mark reported that construction of the new terminal in Oakland was experiencing delays due to mold that became a problem after the recent heavy rains but that the new addition to baggage claim will open soon. Mark reported that he had recently attended the Crew Member Self Defense Training Program hosted by the Department of Homeland Security in Chicago. Mark also attended a System Analysis Team (SAT) Meeting held at Company Headquarters and had worked in the Union office. The Red Rack and Glass Case had been updated and all publications have been distributed.

Thom McDaniel presented and read a letter from Bill Bernal in which Bill resigned as **Phoenix Domicile Executive Board Member**.

Susan Kern discussed events at the **Orlando Domicile**. There was no written report submitted.

Stacy Martin updated the Board on his transition into the role of **Second Vice-President** and his new full-time office position.

Standing Committee Reports

Cuyler Thompson presented the **Critical Incident Stress Management (CISM) Committee Report** for BR Ricks and Pat Gilmore. Pat and BR reported that during the month of May, the CISM Team dealt with issues related to a death onboard an aircraft, aircraft mechanical problems, injuries, turbulence, medical emergency, suicide, bomb threats and several confidential and non-work-related issues.

Brett Nevarez and Kyle Whiteley updated the Board on their efforts to find a new **Scheduling Committee Chair**.

The Board took a break at 1005 and reconvened at 1020.

Kyle Whiteley was excused to complete a phone call with Chicago Domicile Base Manager, Simon Reid.

Michael Massoni presented the **Safety Team Report**. Michael reported that currently there are eight Aviation Safety & Health Data Base (ASHDI) reports under review. To date, 1,465 ASHDI Reports have been filed and TWU Members have filed 145 of those. Of the reports filed by our Membership, 112 of them have been accepted. The **Southwest Airlines Event Notification System (ENS)** has fielded 319 events during 2006 and fifty-eight during the last month. There were eleven emergencies declared during the last month. Michael reported to the Board that the Public Hearing concerning the accident involving Flight #1248 BWI-MDW commences on Tuesday, June 20th and continues through Thursday June 22nd in Washington, DC. First Vice President / National Safety Coordinator, Michael Massoni and Go Team Accident Investigator, Marcy Vinyard who both participated in the on-scene investigation will represent TWU Local 556 at the hearing. Michael reported that the **System Analysis Team (SAT) Safety Audit** has moved into its fifth full month with TWU participation on both of the Operations and Human Factors Justification Groups. Both justification groups have completed their primary focus reports and are now in the final stages of analysis. When the secondary focus reports are completed, final reports and recommendations will be turned into the steering committee and consolidated into a final report including all recommendations for operational changes. Michael reported that the **Inflight Regulatory Compliance Department** is currently in the process of splitting the **Flight Attendant Manual** into two separate bodies of information. The Manual will have all required regulatory items (FARs, Emergency Procedures, Revisions, Bulletins, etc.). The **Flight Attendant Handbook**, as it is being called right now, will contain non-FAA required information (Appearance Standards, Work & Conduct Rules, Scheduling etc.). The reasons for this change are of course cost-driven as both printing costs and exposure to FAA fines would be reduced. The issue of whether the Flight Attendant Handbook will be a required item is under discussion. Michael presented a draft of the **Inflight Audit**

(Check Ride) Form for Board review. Michael also stated that Inflight Management is testing hand-held PDA devices with an audit form template programmed into it. Michael reported that the FAA is beginning a series of operational procedure oversight audits focusing on SWA's **carry-on policy**. These inspections are broad sweeping and could produce fines to Southwest for non-compliance. Additionally, employees (including Flight Attendants) who blatantly disregard the carry-on policy may be issued **Letters of Instruction (LOI)** from the FAA and possible civil penalty. Michael reported to the Board that the Company would soon begin testing Assigned Seating. There was discussion.

Kyle Whiteley returned to the Meeting at 1025.

Allyson Parker-Lauck updated the Board on the **Education/Scholarship Committee.** There was no written report submitted.

Cuyler Thompson presented the **Professional Standards Committee Report(s)** for Lorie Powell and Jean Chandler Brooks. Lorie reported that there were eight calls, of which seven were worked, in the Professional Standards Western Division during the month of May. Jean reported that there were twenty-one calls to the Eastern Division. Three of these calls involved pilots and nineteen were resolved favorably. Jean went on to say that Julie (Juls) Humphries had observed Carole Adams May 25th present the New Hire presentation to Class #222. She will substitute for her if the need arises. Her interest and enthusiasm will be big assets to the team. Baltimore-based Captain, Dan Pegram, replaced Dave Smither as the pilots' Professional Standards Chair. Jean reports that Dave commutes out of Dallas, so he should be available to interface with Jean, Lorie, and Michael Massoni to strengthen their working relationship. Dave is also amenable to future training sessions for both Flight Attendants' and Pilots' Professional Standards Committee Members. There was discussion.

The Board discussed the appointment of Val Lorien as **Co-Chair** of the **Uniform Committee**. The Board **agreed** to table further discussion until Michael Massoni confers with Lauren Peck about the Company's Uniform Committee.

Allyson Parker-Lauck reported on the **Publications Committee**. There was discussion about future topics for ***UNITY*** Magazine. The Board agreed that Kathy Anderson will continue to author the standing article, *FYI's*, for ***UNITY*** Magazine. There was no written report submitted.

Gayle Ross presented Lone Star Account Check numbers 9785-9863.

The Board went to lunch at 1145 and reconvened at 1300.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Brett Nevarez and Allyson Parker-Lauck.

Kyle Whiteley introduced Lisa Trafton, **Scheduling Committee Member**, who addressed the Board. Lisa and the Board discussed the Committee's current issues with the Scheduling Department and the Membership. The Company has told Lisa and the Committee that since Unlimited Trip-Trading came to fruition our Flight Attendants have worked an average of 11.5 days per month. Lisa explained that the Company has changed their view of productivity and will not entertain scheduling Flight Attendants (including Reserves) to work less than an average 14.1 days in a 31-day month and 13.8 days in a 30-day month. This change has resulted in a higher number of 4-day trips during the last few months. Lisa reported that the Scheduling Committee Members have had access to the **Duty Pairing Optimizing System (DPOS**) for the last year. Lisa stated that the most important thing for the Executive Board to do to help the Scheduling Committee at this time would be to determine exactly what our Membership wants to fly each month. Lisa said that to be effective for the remainder of this year, she would need the results of a **Scheduling Survey** within a month. Historically, each month there have been 3.5 Lineholders for every Reserve. The Company has recently been attempting to achieve an optimal ratio of 4.2 Lineholders for every Reserve. Lisa said that she would entertain Co-Chairing the **Scheduling Committee**. She would like to see more members on the Committee. To better represent our Membership, Lisa would like to have more junior Committee members.

Lisa Trafton left the Meeting at 1357.

Rebekka Kelly entered the Meeting at 1359.

Rebekka explained to the Board how she became involved, at the recommendation of Susan Goodman, former TWU Local 556 President and current Southwest Airlines Director of Legislative Awareness, in the fight for the repeal of the Wright Amendment. **Friends of Love Field**, the grass roots organization that Rebekka helped found, is not made up of Company Employees but local community members. The fifty people on its "steering committee" are all business or homeowners in the six zip codes in the Love Field "footprint". Rebekka could not lead the organization because as a Flight Attendant for Southwest Airlines, there could be a perceived conflict of interest. Rebekka explained to the Board what she has learned about **Stop And Think,** an organization which opposes the repeal of the Wright Amendment that is sponsored by American Airlines. Rebekka stated that Stop And Think receives $500,000 monthly from American Airlines. While Southwest does support Friends of Love Field, the organization gets nothing monetary from Southwest. Rebekka explained that this is the first grassroots effort that the Company has ever supported, "so it is a big deal". Rebekka would like the Union to support the efforts of Friends of Love Field. Assisted by a representative from Local 556, she would like to do a "road show" or Lounge Mobilization at each Domicile to help bring the message to the Flight Attendants. The Board **agreed** that Rebekka would author an article about the Friends of Love Field and how important it is for our Membership to help their cause. The article will appear in the July ***UNITY Magazine*** to coincide with the Lounge Mobilizations.

Rebekka Kelly left the Meeting at 1430 and the Board took a break until 1435.

The Board reconvened at 1435 with Naomi Hudson, Director of Employee Resources and Daryl Krause, Vice-President, Inflight as guests.

Daryl reported that since he last spoke to the Board, he had received a bid on installing an elevator to access the Dallas Lounge and is currently in negotiations. The cost is estimated to be $150,000. Thom brought up to Daryl a discussion about the resources that are dedicated to the **Scheduling Committee**. Daryl wants to "put that as an action item". He stated that he does not have the knowledge to discuss it right now and there are about to be some Managerial changes. Tim Chafin will not be the point person in the future for the Scheduling Committee. Gwen Dunivent updated Naomi and Daryl on her ongoing discussion with Ron Freer, Manager of Inflight Systems Projects, regarding Attendance Point totals being accessible to Flight Attendants on their CWA screen. Naomi wants to standardize the way points are totaled in all Domiciles. She would like to have a starting point for automating the Point totals. There was more discussion with Daryl about Operations (Ops) Agents insisting on boarding flights early, sometimes before an aircraft is scheduled to be at the gate. Daryl said that contrary to what he said last month, there was never a written policy or memo stating that Ops Agents would not begin boarding an aircraft before the scheduled arrival time. Daryl stated that he received a verbal commitment from his managers that this practice would cease. Daryl would not agree to put it in writing. Daryl reported that the meeting that he had told us about last month with the FAA to address the "personal needs of the Flight Attendants during turn times" did not go well. Daryl reported that the FAA had in fact never signed off on **Flight Attendant Manual Revision 78**, which allows a pilot to stand in for a Flight Attendant during the boarding process, and it is under review. Daryl noted that we would continue our current practices. Daryl reported that the Company paid a million dollars or more in premium pay (VJA, JA, Double-time, etc) in May and that his office is "looking at why". He noted that some of it is due to Planning Department errors.

Susan Kern left the Meeting at 1510.

Michael discussed with Daryl and Naomi the proposed splitting of the Flight Attendant Manual and the Work and Conduct Rules/Handbook into two separate publications. According to Daryl, the intent of this split is to take some of the opportunities for non-compliance from the Flight Attendant and to save money on printing. Daryl formally invited the Executive Board to have dinner with Naomi, Colleen Barrett and Daryl on Wednesday, July 12th during the week of the next scheduled Board Meeting. Stacy Martin asked Naomi whether the **Intermittent FMLA** procedures or interpretations had changed. Naomi denied this but stated that she would like to discuss it further with Stacy and Gayle with the specific case in question.

Susan Kern returned to the Meeting at 1530.

Daryl Krause and Naomi Hudson left the Meeting at 1532.

The Board took a break at 1532 and reconvened at 1542.

Stacy Martin was not present.

<u>Special Committee Reports</u>

Cuyler Thompson made a **motion** to appoint Lucy White-Lehman as **Chair** of the **Care and Concern Committee**. Jill van der Werff **seconded** the motion. The motion **carried**.

Stacy Martin returned to the Meeting at 1550.

Michael Massoni updated the Board on the **Information Technology Committee**. Michael discussed the installation of MS Office on Board Member's Computers. Michael presented bids that he and Gayle Ross have solicited from the XO Company and AT&T to offer phone lines and service in our new office space. The Board **agreed** to enter into a 24-month lease with AT&T for an Avaya IP **Phone System** at a total cost of

$20,305.65 (889.24 X 24 months). At the end of the lease, the local will purchase the Phone System for one (1) dollar. The PRI-Local T-1 will cost $529.10 per month. The MIS-(Managed Internet Service full T-1 (1.5MB up & Down to the internet) will cost $396.60 per month. The Local's Long Distance Service (a block of 5,000 minutes) will cost $175.00 per month. All rates are based on 36-month contract. There are no installation charges associated with the new phone system.

The Board **agreed** to store the official list of current Union Officers, Shop Stewards, Staff, Contacts and their contact information in the **Labor Soft** Grievance database. Madeleine Howard, the Local's Administrative Assistant, will maintain the list.

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was discussion about soliciting peer support for the Drug and Alcohol Committee in the Domiciles in ***UNITY*** Magazine. There was no written report submitted.

Kyle Whiteley presented the **Survey Committee Report**. Kyle informed the Board that he was interested in presenting the Membership with two surveys this year. He said that the Board needed to survey the Membership as soon as possible regarding schedule planning. He asked that Board Members submit to him questions that they would like to be included in the survey. He will send an email out with the final questions for Board Member approval. Kyle said he would address a second survey after the scheduling survey is completed. The second survey should look more like the 1999 survey that asked about the new contract as well as other topics.

Thom McDaniel made a **motion** to appoint Cuyler Thompson as the **Chair** of the **Shop Steward Sub-committee**. Brett Nevarez **seconded** the motion. The motion c**arried**.

Cuyler Thompson presented the **Minutes of the May 2006 Executive Board Meeting** for approval. There was discussion.

Allyson Parker-Lauck made a **motion** to approve the Minutes of the May 2006 Executive Board Meeting as amended. Michael Massoni **seconded** the motion. The motion c**arried**.

Cuyler Thompson presented the **Special Executive Board Meeting Minutes** for approval. There was discussion.

Michael Massoni made a **motion** to accept Special Executive Board Meeting Minutes as amended. Gwen Dunivent s**econded** the motion. The motion **carried**.

Gayle Ross presented the Union's **April 2006 Financial Report** for approval. There was discussion.

Gwen Dunivent made a **motion** to accept the Financial Report. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to appoint Michael Broadhead as new **Phoenix Domicile Executive Board Member**. Gayle Ross **seconded** the motion. There was discussion. The motion **carried**.

<u>Revisits</u>

The Board **agreed** to revisit the appointment of the **Uniform Committee Chair** when the 2-year term expires in January.

Gayle Ross made a **motion** to accept Amy Neeper as a one-year member of the Grievance Staff. Stacy Martin **seconded** the motion. The motion **carried**.

The Board discussed the upcoming nominations for Board of Election. It was noted that according to our Local's Bylaws it is not necessary to notify the Membership or potential candidates of eligibility for nomination to the Board of Election.

There was discussion about the **TWU-PC Forum**. The moderators of the forum are Thom, Allyson and Michael. It was noted that posts to the forum are moderated before being posted. The Board **agreed** that Thom would be in charge of memberships on the TWU-PC Forum. The Board **agreed** to table further discussion of the issue until Michael Massoni could research the capabilities of the official TWU website to host a forum or chat room.

New Business

Jill van der Werff made a **motion** to stop printing hard copies of Executive Board Meeting Minutes and Membership Meeting Minutes, instead making them accessible electronically through the TWU website. Kyle Whiteley **seconded** the motion. The motion **carried**.

Brett Nevarez left the Meeting at 1800.

The Board discussed the furnishings for the new office. Gayle Ross and Michael Massoni are currently in the process of inventorying our present office assets and researching potential purchases.

The Board discussed hotel and rental car contracts.

Gwen Dunivent was excused to attend to a prior commitment at 1810.

Brett Nevarez returned to the Meeting at 1810.

The Board **agreed** that Allyson Parker-Lauck would research redesigning and reprinting the Local's logo, stationary and business cards and the associated costs and report back to the Board next month.

Gayle Ross extended an invitation to Board Members who would like to attend, along with the Local's Grievance Staff, training for the Local's grievance software and database **LaborForce** by **Laborsoft,** on Saturday July 22nd. Michael Massoni and Ron Regan, former Local Secretary Treasurer, will present the training at the Local office.

The Board discussed the issue of Flight Attendants who are forced-based out of their Domicile not being given priority during a vacancy at their preferred Domicile.

The Board discussed the motion to be voted on at the August Membership Meeting regarding the **Assessment Fee**. It was noted that Thom McDaniel had already authored an article about the Assessment Fee which will appear in the June issue of ***UNITY Update***.

The Board discussed the feasibility of and then **agreed** to attend the **Executive Board Strategic Planning Retreat** scheduled for November 13, 14, 15 & 16 (6, 7, 8 & 9 as back up).

The Board **agreed** that a new Board photo would be taken during the **July Executive Board Meetings**.

The Board discussed the appointment of the **Scheduling Committee Chair**. The Board **agreed** that Brett Nevarez would be responsible for the phone extension dedicated for the **Scheduling Committee** and deal with the problems brought forward by members of the Scheduling Committee. The Board **agreed** to table the discussion until next month.

Brett Nevarez made a **motion** to adjourn. Michael Massoni **seconded** the motion. The **motion** carried.

Thom McDaniel adjourned the Meeting at 1900.

Wednesday June 14, 2006

Thom McDaniel called the Meeting to order at 0830.

Thom McDaniel swore in Michael Broadhead as the newly appointed **Phoenix Domicile Executive Board Member**.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Susan Kern, Michael Broadhead, Gwen Dunivent, Jill van der Werff, Kyle Whiteley, Mark Torrez, Brett Nevarez and Allyson Parker-Lauck.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused at 0833.

Thom McDaniel informed the Board that Emma Rose Warren, three-year-old daughter of former Flight Attendant Leslie Cavanaugh Warren and niece of Flight Attendant Jeff Cavanaugh, passed away on Sunday, May 28, 2006 of Tay Sachs Syndrome.

Gayle Ross made a **motion** to donate $100 to the burial fund for Leslie Cavanaugh’s daughter. Michael Massoni **seconded** the motion. The motion **carried**.

Amy Neeper entered the Meeting at 0836 to discuss a Grievance, filed for a Flight Attendant terminated for Sick Leave Abuse.

Allyson Parker-Lauck returned to the Meeting at 0839.

The Grievant entered the Meeting at 0840. The Board discussed with the Grievant the events surrounding the termination.

Amy Neeper and the Grievant left the Meeting at 0952.

Cuyler Thompson made a **motion** to proceed on the Grievance. Gwen Dunivent **seconded** the motion. There was discussion.

Brett Nevarez made a **motion** to call for the question. Michael Massoni **seconded** the motion. The motion **did not carry**. There was more discussion.

Brett Nevarez made a **motion** to call for the question. Gayle Ross **seconded** the motion. The motion **carried**.

The Board **voted** to proceed on the Grievance.

The Board took a break at 0925.

The Board reconvened with Denny Sebesta, **Grievance Committee Chair**, as a guest at 0930.

Denny Sebesta presented the **Grievance Committee Report**. There was discussion about submissions of Letters of Interest for the Board of Adjustment. Denny reported that Management and the Union are developing a joint letter explaining the new **Doctor's Note Signature Procedures** to the Membership. Denny also worked with the Manager of Inflight Scheduling on a Read Before Fly (RBF) to educate the Flight Attendants on Open Time trip removal process. Denny stated that the Director of Scheduling has recommended the development of a joint Scheduling Committee with the goal of educating the Membership. Denny asked the Board to discuss this matter and to submit ideas for developing the committee. Denny recommends having four members on the committee with a Board Member and a Line Flying Flight Attendant as Co-Chairs. Denny reported to the Board that she and Thom had chosen the new Union **Board of Adjustment (BOA) Members.** They chose:

- John Parrott # 22940 MDW
- Jeff Quattrochi #33879 MDW
- Misti dawn Young #43351 DAL

The current members of the BOA for the Union are:

- Rebekka Kelly # 2449 DAL
- Will Browne #17768 MDW
- Fields Williams # 5307 DAL
- Doug Patterson #14282 DAL
- Lynn Beall #46925 DAL
- Jannah Dalak #19358 HOU
- Michael Broadhead #33877 PHX

Denny stated that Thom would approach Mark Richard about setting a training class for all BOA Members in the near future.

Kyle Whiteley asked Thom if Executive Board Members could attend the training for the new BOA Members. Thom stated that he would look into it but that he did not think that it was a good idea. Denny Sebesta **agreed** to give a brief presentation to the Executive Board on the training that the new BOA Members will receive.

Thom updated the Board on a conversation that he had with Bob Wechsler at TWU International regarding the Arbitration Training that the Board had requested last month.

Bob is willing to present the Arbitration Training to the Board but not able to present it during the period requested by the Local. Denny Sebesta, Gwen Dunivent and Cuyler Thompson will be attending Arbitration Training at the National Labor College during the week of June 18th thru June 23rd.

Catherine Rea entered the Meeting at 0945 to discuss a Grievance.

The Grievant entered the Meeting at 0952. The Board discussed with the Grievant the events surrounding the termination.

Catherine Rea, Denny Sebesta and the Grievant left the Meeting at 0958.

Catherine Rea and Denny Sebesta entered the Meeting at 1002 to discuss a Grievance.

The grievant entered the Meeting at 1015. The Board discussed with the Grievant the events surrounding the termination.

The Grievant and Catherine Rea left the Meeting at 1025.

Gayle Ross made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Gayle Ross made a **motion** not to proceed on a Grievance. Michael Massoni **seconded** the motion.

Allyson Parker-Lauck made a **motion** to table the motion not to proceed on one of the Grievances until next month. Mark Torrez **seconded** the motion. There was discussion. The motion **carried**.

The Board took a break at 1045 and reconvened at 1055.

Kyle Whiteley addressed the Board with his concerns about our current Executive Board Meeting operating procedures. The Board discussed ways to make our Board Meetings more efficient.

Denny Sebesta entered the Meeting at 1110.

The Board discussed a Grievance.

Gwen Dunivent made a **motion** not to proceed the Grievance. Brett Nevarez **seconded** the motion. There was discussion.

Gayle Ross made a **motion** to call for the question. Brett Nevarez **seconded** the motion. The motion **carried**.

The **motion** not to proceed on the Grievance **did not carry**.

Stacy Martin made a **motion** to table the Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

The Board took a break at 1200 and reconvened at 1205.

Michelle Zenici entered the Meeting at 1205. Michelle discussed the Grievance with the Board.

The Grievant entered the Meeting at 1118. The Board discussed with the Grievant the events surrounding the termination.

Michelle Zenici and the Grievant left the Meeting at 1232.

Jill van der Werff made a **motion** to table the Grievance. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

The Board excused Gayle Ross to meet prior commitments.

The Board broke for lunch at 1245 and reconvened at 1400.

Stacy Martin made a **motion** not to proceed on a Grievance. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Jill van der Werff made a **motion** not to proceed on a Grievance. Massoni **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to reconsider a Group Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Group Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to reconsider a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to reconsider a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to revisit a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to revisit a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Michael Massoni was excused to attend a meeting at Company Headquarters at 1505.

Brett Nevarez made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Denny Sebesta left the Meeting at 1512.

Correspondence
Thom McDaniel presented twelve letters to the Board.

New Business (continued)
The Board discussed the **Scheduling Committee Chair** and a proposal from Russell McCrady, Director of Scheduling, Automation and Payroll, to form a small 'focus group' to improve the Company Scheduling Department's image.

Allyson Parker-Lauck made a **motion** to appoint Lisa Trafton as the **Scheduling Committee Chair** and Brett Nevarez and Kyle Whiteley as the **Vice Chairs**. Gwen Dunivent **seconded** the motion. The motion **carried**.

Michael Broadhead volunteered to author a new **New Hire Booklet** to accompany the Union's presentation during Inflight Training. The Board **agreed**.

Gwen Dunivent reported to the Board that she is now responsible for updating the **Union Hotline** and that she would be diligent in her duties.

Stacy Martin requested that the Board Members direct any of our Members' FMLA issues to him.

Brett Nevarez made a **motion** to adjourn. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel **adjourned** the Meeting at 1540.

To the best of my knowledge, these minutes are an accurate account of these proceedings.

Cuyler Thompson	Thom McDaniel
Recording Secretary	President